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# **SHORE INSTALLATION MANAGEMENT SPECIALTY CAREER PATH BRIEF**

# **CNITC**

**★ FLEET ★ FIGHTER ★ FAMILY**



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Shore Information Management Flag Officer**

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## **Purpose of the SIM SCP**

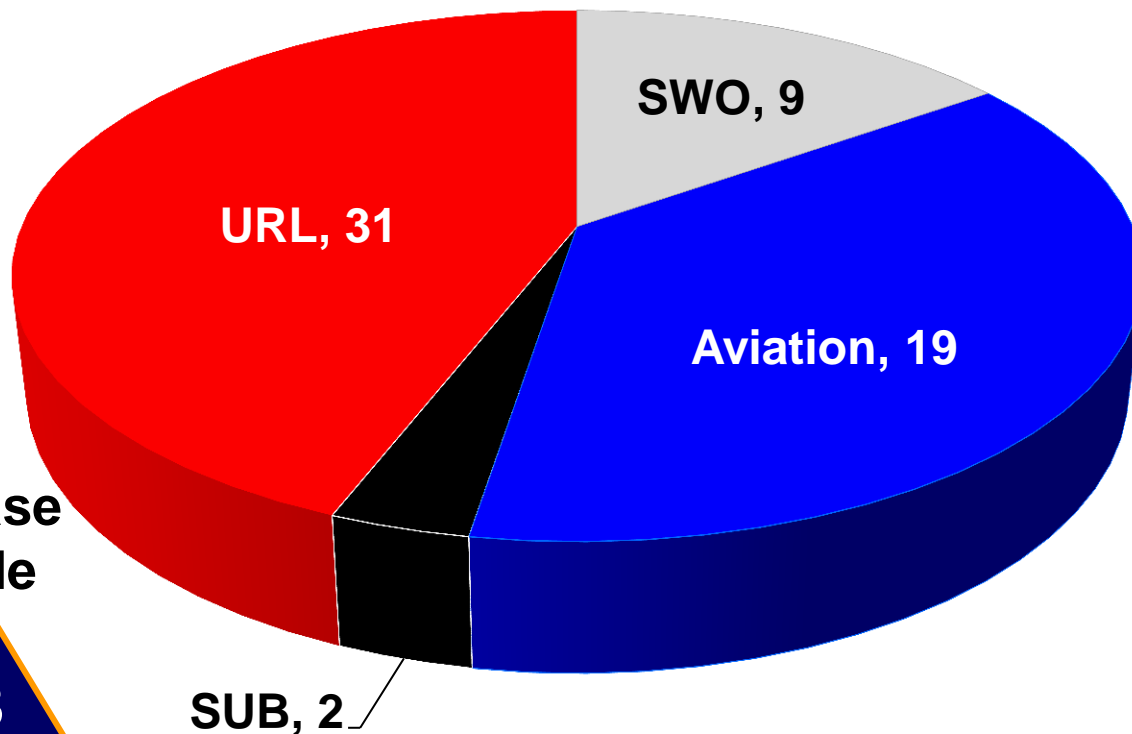
- Develop a cadre of Officers with Shore Installation Management expertise
- Establish a SIM SCP career management process
- Develop knowledge and experience of the shore in leadership positions

## **Desired end state**

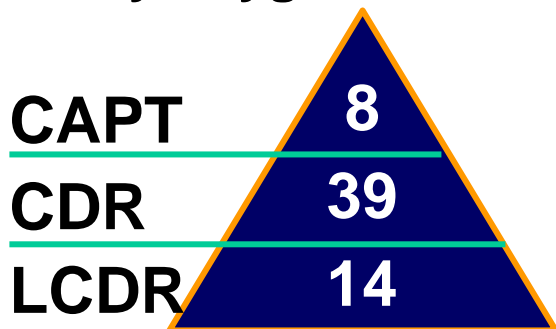
- A career path for Officers with Shore experience
- Established progressively challenging billets which are aligned to career milestones
- Provide promotion and Command opportunities

# Current SIM SCP Metrics

**FY15 Billets by Designator**



**SIM Billet Base  
by Paygrade**



**61 Total Billets**

**•SIM Officer break down:**

- 5 SIM SCP Aviation Officers
- 15 SIM SCP Surface Warfare Officers

# SIM SCP Billet Distribution



## CNIC Navy Shore Bases (70) By Region (11)

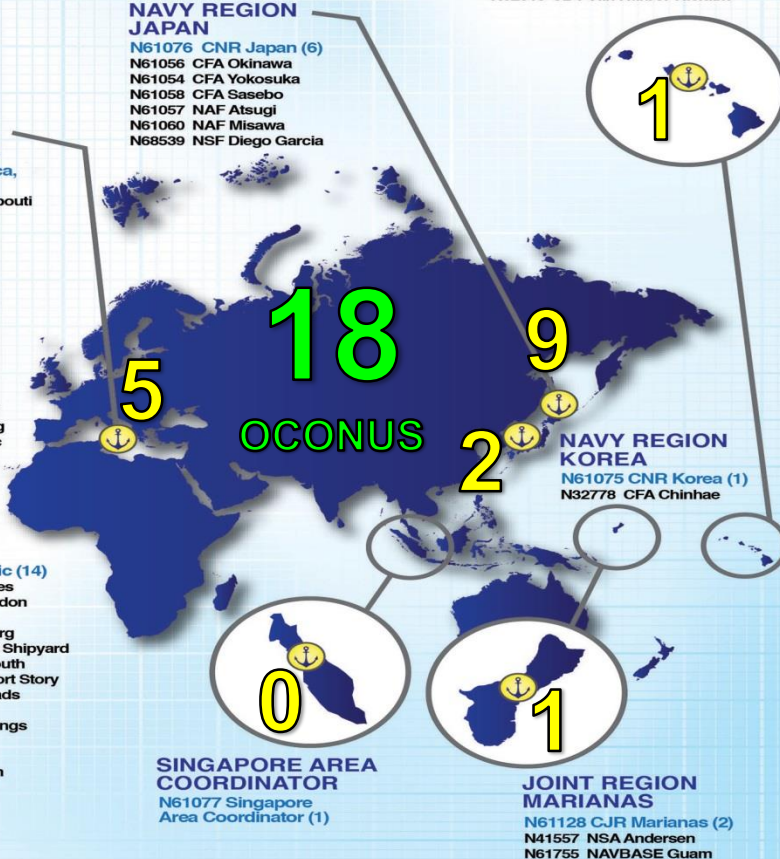


**Billets:**  
CO = 9  
OIC = 3  
XO = 24  
HQ = 5  
DH/Other = 20

**NAVY REGION EUROPE, AFRICA, SOUTHWEST ASIA**  
N3049B CNR Europe, Africa, Southwest Asia (7)  
N3379A Camp Lemonnier Djibouti  
N62588 NSA Naples  
N62590 NSF Deveselu  
N62863 NAVSTA Rota  
N62995 NAS Sigonella  
N63005 NSA Bahrain  
N66691 NSA Souda Bay

**NAVY REGION JAPAN**  
N61076 CNR Japan (6)  
N61056 CFA Okinawa  
N61054 CFA Yokosuka  
N61058 CFA Sasebo  
N61057 NAF Atsugi  
N61060 NAF Misawa  
N68539 NSF Diego Garcia

**NAVY REGION HAWAII**  
N61449 CNR Hawaii (2)  
N61064 PMRF Barking Sands  
N62813 JB Pearl Harbor-Hickam



# Expected SIM SCP Qualifications

O4	O5	O6
JPME1 Fin/Budget Planning Civilian Mnpwr Mgmt Six Sigma Facilities Mgmt <b>Command Qual</b>	FEMA/DSCA Training/Exp Contract Management EHS (US/Int'l) Strategic Comms Community Relations Small Business Knowledge	International Relations International Experience Strategic Planning Organizational Change Management

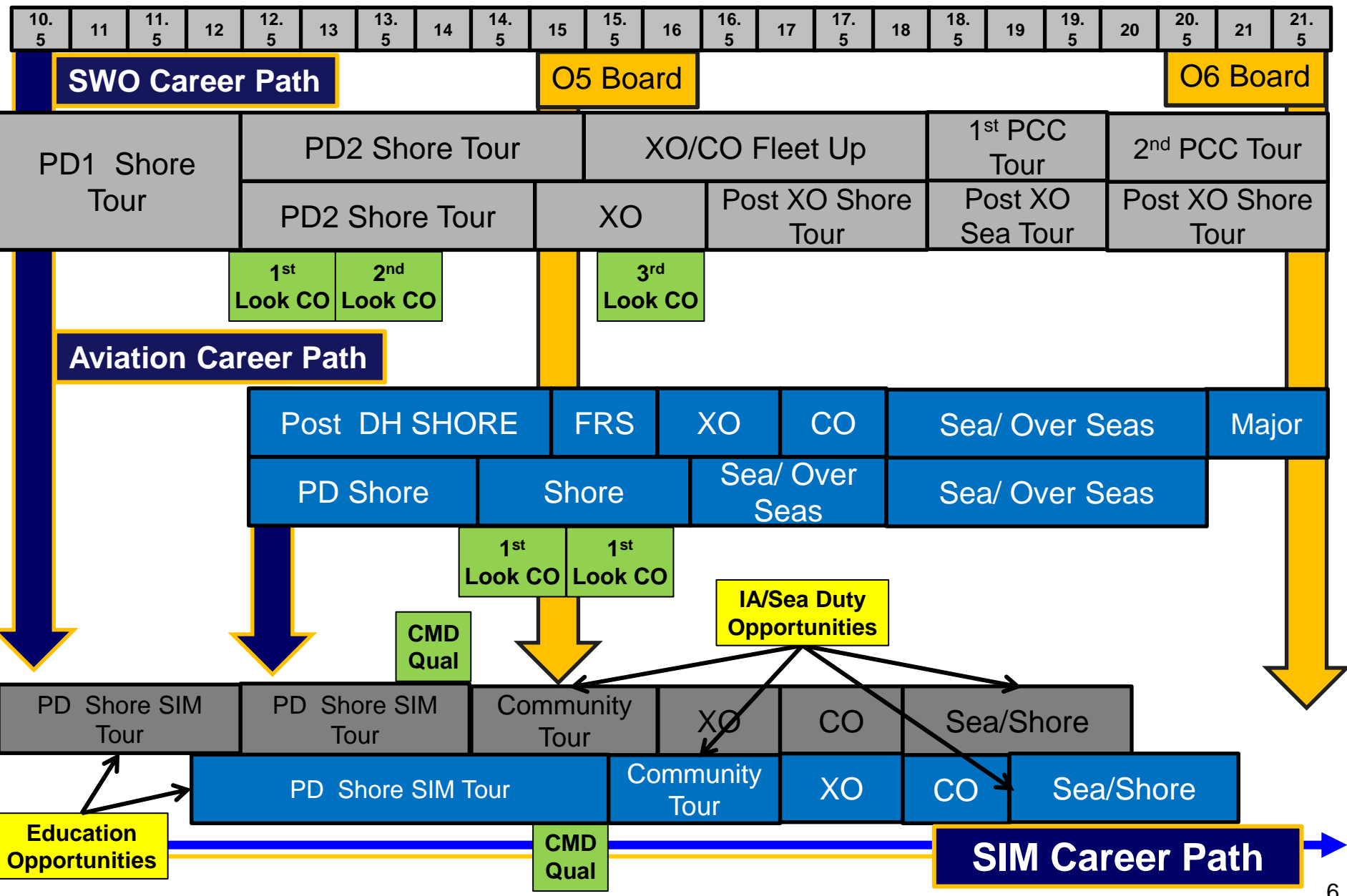
These are the same qualifications that should be considered when assigning the AQD

Core knowledge areas for the **SIM AQD** are:

- Anti-Terrorism Force Protections
- Navy/Gov Civilian Management Systems
- Contract Civilian Hiring Practices
- Labor Union Practices
- Facilities Management
- Navy /DoD Financial Practices
- Navy/DoD Dependent Care Issues
- MWR Requirements
- Shore Installations Legal & Contract Admin
- Environmental Management

SIM AQD may be awarded after completing 24-months of SIM experience

# SIM SCP Career Path

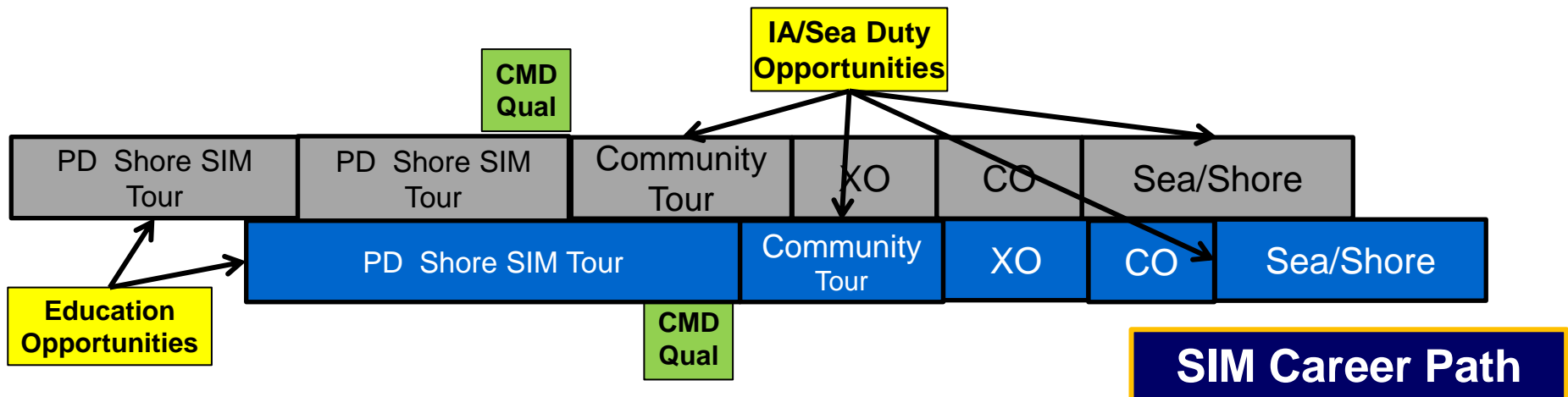




# SIM Career Progression

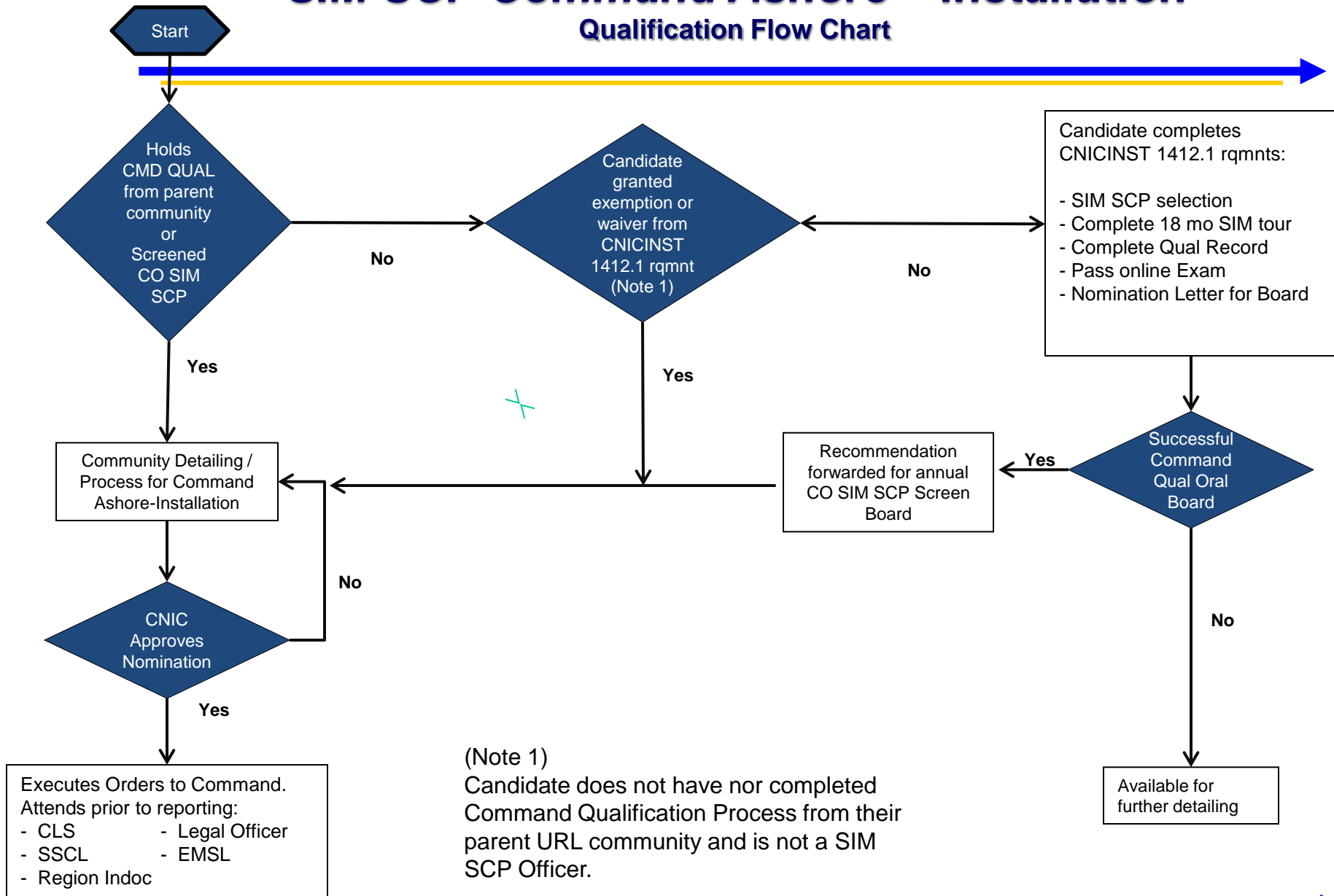
**SIM  
SCP**

O4	O5			O6		
SIM EA or DH Tour, SIM Training, Masters, JPME1	HQ or Region Tour	SIM XO or NORTHCOM Tour	SIM CO	HQ or Region Staff	Community Billet	Region Staff (COS)



# SIM SCP Command Ashore – Installation

## Qualification Flow Chart





# ***FY 15 SIMFO Initiatives***

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- **Continue building relationship with PERS 42 Community Manager**

- Limited number of billets but need could yield good officers for the program

- **Develop a Community Website (ongoing)**

- Latest job available
- Changes to leadership expectations i.e. Education, career milestones, etc...
- Personal Letter from Commander
- Change Logo to CNIC branding
- Establish link to Command Qual Process

- **Develop a path to O-6 for 1300 SIM SCP Officers**

- Numerous billets for SIM non-major command 1300's
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